

(54) Title of the invention : ANALYSIS OF HOW RECRUITMENT PROCESS CONDUCTING IN INSURANCE COMPANY

<div>(51) International classification :G06Q0010100000, G06Q0010060000, G06Q0040080000, G06Q0010000000, G06F0016245800</div> <div>(86) International Application No :NA</div> <div>(87) International Publication No : NA</div> <div>(61) Patent of Addition to Application Number :NA</div> <div>(62) Divisional to Application Number :NA</div>	<div>(71)Name of Applicant : 1)Dr. S.PRABHU Address of Applicant :ASSISTANT PROFESSOR, DEPARTMENT OF COMMERCE, PERIYAR MANIAMMAI INSTITUTE OF SCIENCE AND TECHNOLOGY (DEEMED TO BE UNIVERSITY), CHENNAI , VALLAM, THANJAVUR-613403, INDIA Thanjavur ----- 2)Dr.M.B.ROOPA 3)Dr. ROOPA K 4)ESHWARI B 5)Mr. BASAVARAJ GIRIMALLANAVAR 6)Dr. Y. MURALIDHAR REDDY 7)Mrs. SANJANA S 8)Mrs. ARTHI MEENA 9)Ms. NANDINI T 10)Mrs. MENDA SREEVANI 11)Mr.J LOGESHWARAN 12)SUJITHA NANDIPATI Name of Applicant : NA Address of Applicant : NA (72)Name of Inventor : 1)Dr. S.PRABHU Address of Applicant :ASSISTANT PROFESSOR, DEPARTMENT OF COMMERCE, PERIYAR MANIAMMAI INSTITUTE OF SCIENCE AND TECHNOLOGY (DEEMED TO BE UNIVERSITY), CHENNAI , VALLAM, THANJAVUR-613403, INDIA Thanjavur ----- 2)Dr.M.B.ROOPA Address of Applicant :ASSISTANT PROFESSOR, BUSINESS AND MANAGEMENT, CHRIST UNIVERSITY, YESHWANTHPUR CAMPUS, BANGALORE, KARNATAKA- 560073, INDIA Bangalore - ----- 3)Dr. ROOPA K Address of Applicant :ASSOCIATE PROFESSOR, DEPARTMENT OF MANAGEMENT STUDIES, BALLARI INSTITUTE OF TECHNOLOGY, BELLARY, KARNATAKA-583104. INDIA Bellary ----- 4)ESHWARI B Address of Applicant :ASSISTANT PROFESSOR, CAMBRIDGE INSTITUTE OF TECHNOLOGY, BANGALORE, KARNATAKA-560036, INDIA Bangalore ----- 5)Mr. BASAVARAJ GIRIMALLANAVAR Address of Applicant :ASSISTANT PROFESSOR, MASTER OF BUSINESS ADMINISTRATION (MBA), CAMBRIDGE INSTITUTE OF TECHNOLOGY, BANGALORE, KARNATAKA- 560036, INDIA Bangalore ----- 6)Dr. Y. MURALIDHAR REDDY Address of Applicant :ASSOCIATE PROFESSOR, MBA, CAMBRIDGE INSTITUTE OF TECHNOLOGY, BENGALURU, KARNATAKA, 560036, INDIA Bengaluru ----- 7)Mrs. SANJANA S Address of Applicant :ASSISTANT PROFESSOR , MBA, CAMBRIDGE INSTITUTE OF TECHNOLOGY , BANGALORE , KARNATAKA- 560036, INDIA Bangalore ----- 8)Mrs. ARTHI MEENA Address of Applicant :ASST.PROFESSOR, MBA, CAMBRIDGE INSITUTE OF TECHNOLOGY, BENGALURU, KARNATAKA-560036, INDIA Bengaluru ----- 9)Ms. NANDINI T Address of Applicant :SENIOR ASSISTANT, PROFESSOR, DEPARTMENT OF MANAGEMENT, NEW HORIZON COLLEGE KASTURINAGAR, BENGALURU , KARNATAKA -560043, INDIA Bengaluru ----- 10)Mrs. MENDA SREEVANI Address of Applicant :DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING, INSTITUTE OF AERONAUTICAL ENGINEERING, DUNDIGAL- 500043, HYDERABAD, INDIA Hyderabad ----- 11)Mr.J LOGESHWARAN Address of Applicant :RESEARCH SCHOLAR, DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING, SRI ESHWAR COLLEGE OF ENGINEERING, COIMBATORE-TAMIL NADU Coimbatore ----- 12)SUJITHA NANDIPATI Address of Applicant :ASSISTANT PROFESSOR IN COMMERCE, BUSINESS PROCESS MANAGEMENT, LOYOLA ACCADEMY DEGREE & PG COLLEGE, HYDERABAD , TELANGANA - 500001 Hyderabad -----</div>
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(57) Abstract :
ABSTRACT ANALYSIS OF HOW RECRUITMENT PROCESS CONDUCTING IN INSURANCE COMPANY The recruitment process in insurance companies is a crucial aspect of the organization's success. It involves finding the right talent to fill various roles within the company, from agents and underwriters to administrative and support staff. In recent years, there has been a significant shift in how recruitment processes are conducted in insurance companies, with a stronger emphasis on utilizing technology and data analysis. One major trend in recruitment for insurance companies is the use of applicant tracking systems (ATS) and online job portals. These systems allow for a more streamlined and efficient process of screening through resumes and CVs, saving HR professionals time and effort in finding qualified candidates. Additionally, online job portals allow for a wider reach, allowing the company to attract top talent from a larger pool of applicants. Moreover, the use of data analysis in recruitment has become increasingly important for insurance companies. With the help of data and analytics, HR teams can identify key characteristics and skills that are necessary for success in different roles within the company. This allows for a more targeted approach to recruitment, ensuring that only the most qualified candidates are selected for further evaluation. Additionally, many insurance companies are focusing on diversity and inclusion in their recruitment processes. This involves actively seeking out a diverse pool of candidates from various backgrounds and demographics. By doing so, companies are not only promoting equality and fairness, but they are also enhancing their team's diversity, which has been shown to lead to more innovative and successful businesses. Finally, the use of technology in recruitment has also opened up the possibility of remote hiring for insurance companies. With the widespread adoption of remote work due to the COVID-19 pandemic, companies have realized the potential to recruit talent from anywhere in the world. This allows for a more diverse workforce and can also lead to cost-saving measures for the company. In conclusion, the recruitment process in insurance companies is evolving to become more efficient, data-driven, and inclusive. Utilizing technology and data analysis allows for a more streamlined and targeted approach to finding the right talent, while also promoting diversity and reducing costs. As the industry continues to adapt and evolve, it is likely that we will see even more advancements in the recruitment process for insurance companies.